

CONNECTICUT INDUSTRY

MARCH NUMBER



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CONNECTICUT INDUSTRY

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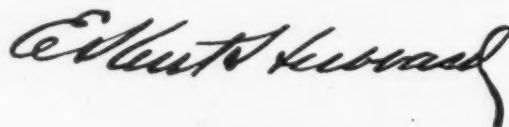


A BUSINESS DEPARTMENT

Amazing as it may seem, it is a fact that there are a surprisingly large number of manufacturers in the state of Connecticut who look upon their Association as something apart from their own business. They, apparently, do not realize that the Manufacturers Association of Connecticut is their own organization created at their instance and operating in their interest — a cooperative voluntary body for the good of all. In truth the State Association is a department of the business of every individual manufacturing concern in the state. It is a department which no single manufacturer could afford to maintain. It is a department which contains experts on Transportation, Industrial Relations, Research, Taxation, Legislation, and on all of the numerous fields of our modern industrial machinery. It is a department which operates twenty-four hours of the day, and which is ever on the alert in the interest of the individual manufacturer. It, therefore, is entitled to the moral and financial support of every manufacturer in the state.

There are very few business men in this world who want something for nothing, yet there are those manufacturers in Connecticut who are enjoying the benefits of an organization set up and maintained by others.

An Association, which, in the opinion of the majority, is doing an effective piece of work, is entitled to whole hearted and united support. Those who are not giving this support are throwing the burden on their fellow manufacturers and are missing the opportunity of vast individual benefit.



Fraternalism—Not Paternalism

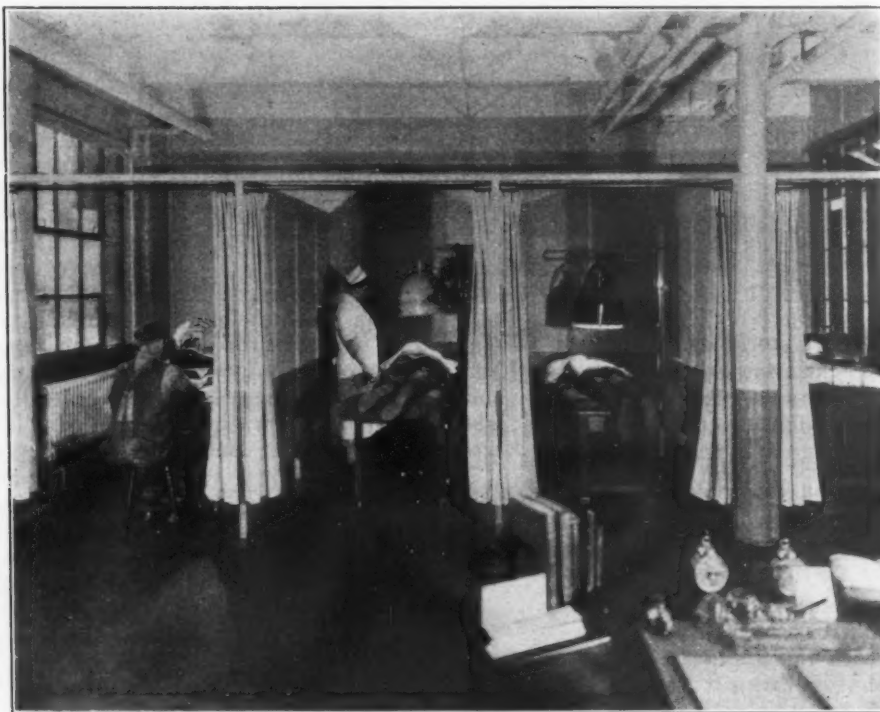
By CHARLES F. OLIN

of the New Departure Manufacturing Company

An Account of the Plan Developed in a Connecticut Manufacturing Concern, to Promote the Interests of the Employee on a Basis of Mutual Co-operation and Self-Help

THE New Departure Company, through the farsighted vision of its president, Mr. DeWitt Page, and his insistence that practical results are best attained always by the application

does a better job but furthers his own success. Therefore, this company creates the opportunity and provides the means by which the worthwhile man can develop his capabilities as a



A VIEW OF THE THERAPY ROOM

of common sense, has successfully developed an institutional plan and system that is sufficiently complete and distinctive to attract the interest and deserve the attention of all industrialists.

Mr. Page has for some years past believed that ability in manufacturing a quality product is closely allied with the contentment and spirit of the operators engaged in production. We all know that we succeed best in doing those things which we delight to do and are interested in beyond merely going through motions mechanically. In other words, the man who is loyal to his employer and to his work not only

factory worker and member of society.

In all of the work which we are shortly to describe in brief detail paternalism is avoided. Fraternalism is sought. The company joins its effort with that of the employee in a friendly, brotherly way to the end that each shall profit by such coordination. Nothing is done that savors of coercion. Employment is never conditioned upon acceptance or non-acceptance of the advantages offered. Nothing is forced upon the men. The company, however, is unceasing in its efforts to lead its workers to take advantage of what it provides, but the employee must always do his part. We have upwards

of six thousand employes in our three plants at Bristol, Hartford and Meriden. Practically every man on our payrolls has accepted the advantages offered either in part or as a whole. With these few words of introduction let us draw an outline of the New Departure institution.

Physical Examinations a Help in Proper Placement

EVEN before a man enters our employ our welfare work begins. An applicant for employment is sent into the physical examination room after he has given the Employment Department his name, address and qualifications as an operator. He removes both shirts, shoes and stockings. His eyes are examined; his hearing is tested; condition of the nose, throat, tonsils, tongue, teeth, heart and lungs is determined; he is examined for abdominal troubles. Presence of hernia is especially noted as is also the condition of his spine, nervous system, arms, hands, fingers, legs, feet and toes. All of these findings are recorded in code on a card which is sent back with the applicant to the Employment Department so that he may be given work which will not aggravate any unfavorable physical condition. The object of the physical examination is not to eliminate the applicant but to help him. For instance, a man with varicose veins or flat feet is not assigned to work which requires his standing all day; a man with hernia is certainly not given work which involves lifting. Naturally, if it is found that defects do exist, the applicant is advised of his condition and is told that he should go to a physician and have it treated. As many as two hundred men have passed through the physi-

cal examination department in a single day. The examinations are conducted under the supervision of Dr. E. Parker Sanborn, a graduate physician who is in charge of our First Aid Hospital Department.

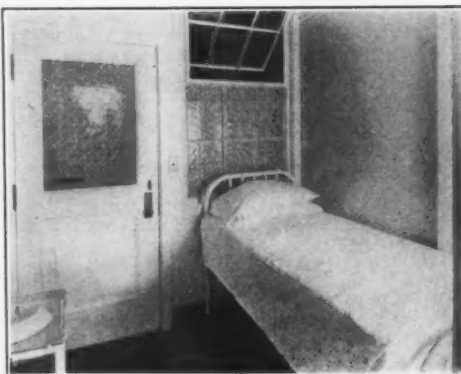


THE X-RAY ROOM

ment in which the injured is employed, how and in what part of the plant the injury was caused, nature of the injury, etc. He then goes to the first aid department, which is centrally located, and presents this slip to the clerk and is assigned to a nurse who makes the necessary examination, treatment and dressing. If the injury is serious, he is taken into the operating room where the necessary first aid work is done. If it is an eye case, he is taken over to the specialist's chair where the particle is removed or the eye condition is relieved. When the patient has been attended to, an individual card is made out with a record of the nature of his injury, treatment, etc., and is kept on file for future reference. The injuries are retreated and redressed as occasion may require. The dressings room is open for a limited time on Sunday for that purpose.

Light and Heat Therapy Available

IT may be that the physical troubles of the employe are not of a nature to require attention in the dressings or operating room. In



ONE OF THE REST ROOMS

Completely Equipped First Aid Unit

THIS department is one of the most complete and modern in the country. When a workman is injured even to so slight an extent as getting a sliver into his finger, he goes to his foreman and receives a slip made out in duplicate. On this slip is noted the exact time of the mishap, the depart-



THE OPERATING ROOM

the physio-therapy room we find complete equipment for treating stiff joints, breaking up adhesions, curing oil rashes, eczema, tubercular glands, etc. In this room is the diathermy machine, one of the latest electrical devices for introducing heat into the deeper tissues. This machine is used for relieving stiff joints, arthritis, etc. Near it is an ultra-violet light placed over a small table and so arranged that it can be adjusted low or high, away from or near to the patient. Beside this machine is a booth equipped with a cot and an ultra-violet heat treating lamp with a 1500 watt bulb. The patient bares the part to be treated and lies upon the bed and receives the beneficial effects of this heat and light. Here strains, colds in the lungs, swellings, lame backs, etc., are treated. Alongside of it is a second booth similarly equipped and just beyond is a third, having an oval light enabling the treatment to be more effective where it is necessary to get around the back or closer to the parts that are to be treated.

Opening from the therapy room is an X-Ray room, fully equipped with the most modern apparatus. The X-Ray machine can be moved to any part of the room and be adjusted to all postures. Photographs are taken to discover possible fractures, localize steel splinters and chips, abscessed roots of teeth, etc. It is also

used for examining possible tubercular conditions. One corner of the room is inclosed and is used for developing the photographs taken.

Dental Care Guards Against Infections

DOWN the corridor is the dental room, fully equipped with apparatus and two chairs. Here a graduate dental hygienist looks over the teeth of the men, cleans them, takes X-Ray pictures if necessary to discover source of infection, gives advice as to the care of the teeth by a downtown dentist. Whenever an employe is sent to a dentist he is given a card on which is charted the bad teeth and the conditions found. An accurate record is kept on cards showing the condition of the teeth of all men and women examined. A dental survey of the entire factory at Bristol is in progress.

In the hospital department there are also two rest rooms equipped with beds, electric heating pads, etc.

Profit from Sick Time Saved

DURING the fiscal year just completed, 37,840 individual employes received first aid attention for minor injuries that might have developed into serious conditions. Of this number 25,317 were redressings. Through this department the company not only minimizes its expense under the compensation law and re-

duces labor turnover, but we save our men from periods of enforced non-employment with its attendant hardships upon themselves and their families. Dr. Sanborn is assisted in the first aid work by a staff of nurses and orderlies. The department we have described is located at the main plant in Bristol. Similar work under expert supervision is carried out at both the Hartford and Meriden plants where the equipment is somewhat less complete.

Passing now from the Hospital Department, we speak of our Personal Relations Department which is ably supervised by Mr. J. F. Cox. This department includes our two-for-one plan, the group insurance plan, the realty service, naturalization work and confidential personal and friendly advice on many affairs of interest to employees.

Liberal Thrift Plan Conserves Employee Savings

THE two-for-one plan provides that an employee can deposit monthly savings up to 20% of his earnings, such sum not to exceed \$300 in any one year. The corporation pays 6% interest on this money and during a five year period adds each month 1/60th of a fund that is equal to half as much as that deposited. Interest on this fund is also paid at the rate of 6%. Money that remains on deposit for a period of five years pays at the end of that period \$2.00 for every dollar saved. This plan also has a life insurance value so that if a depositor dies before the end of the five year period, he receives the amount that would have come to him had he completed that period. This plan has been largely used by our depositors as a help in buying or building a home. In such cases the savings are paid for that purpose by the company for the employee, and although the money had been practically withdrawn, the company continues with its payments so that really, at the end of five years, the depositor receives back almost as much as he has paid on his home.

Another important branch of this department is that of group insurance whereby a man who has been employed for three months with the company secures a life insurance policy for a thousand dollars on payment of fifty cents

a month or six dollars a year. The company pays a part of the premium to make this low rate of insurance available.

Service Rendered in Housing

IN the Realty Department we render another very important service. Some years ago when housing facilities were short in Bristol we built one hundred houses at Endee Manor, fully equipped with modern conveniences. Some of these houses have two apartments of five rooms each, others are cottages of four and five rooms. All but sixteen of these houses have been sold to employees at their actual cost at time of building, to wit: \$6500 for the two-flat houses and \$4800 for the single

houses. Such as are left are not for sale but are rented at from \$22 to \$25 a month which, you will agree, is very low for houses having modern conveniences.

This department also keeps a register of all rents, rooming houses and boarding places in the city and as new employees enter, the department assists them to secure a rent or boarding place that is to their liking. In this connection we should speak of our Endee Inn, a fireproof hotel-club building for single men. First class board is provided for \$1.00 a day and rooms from \$3.00 to \$6.00 a week, or practically at cost. We have here accommodations for two hundred and sixty men. Each man has a separate bed and wardrobe, and each room has running hot and cold water. On each floor there are ample shower and tub baths, ice water and telephone, located at the center of the building. Furthermore, each room is an outside room. Recreational facilities are provided by a spacious lobby, bowling alleys, pool and billiard tables, game tables, etc.

Model Club Rooms for Supervisory Forces

ON the top floor of this building is located the Endee Club, made up of executives and first line men in the organization. This club is beautifully furnished, has an assembly hall, dining room, and a very large lounge and game room equipped with billiard and pool tables, radio, piano, reading table,



THE DENTAL ROOM

small library, etc. The company furnished the quarters and members pay the running expenses through the membership fee. The activities centering here include get-together dinners and conferences, lectures, dances, concerts, socials, boxing exhibitions, game tournaments and special feature nights. The club quarters include eight sleeping rooms available to members or their guests at a nominal fee. The club is directly connected by elevator with the hotel club kitchen which is equal in its equipment to that of any hotel in the state.

Personal Help to Employees

UNDER the heading of confidential services rendered to employees by our Personal Relations Department a great variety of matters could be enumerated out of actual experiences. The men of the plant utilize this department for help in making out their income tax reports, receive advice on investments and major purchases, consultation on business difficulties arising out of sickness, and even the adjustment of family spats.

Between four and five hundred men have been aided in taking out their first naturalization papers and one hundred or more in taking out final papers for becoming citizens. This department is a strong right arm to all of the institutional activities of the company, notably New Departure participation in the Bristol Health Protective League which aims to prevent the spread of tuberculosis and cure existing cases where possible.

Sick and Death Benefits

OUR Mutual Relief Association is one of the best managed and most liberal we know of. For a payment of 25¢ a month, death benefits of \$100 are paid and sick benefits of \$12 a week for a period of thirteen weeks. No physical examination is required to secure these benefits. The popularity of

this organization in the plant is perhaps emphasized by the fact that it has \$20,000 in the treasury at the present time.

Stress Laid on Safety and Health Efforts

ANOTHER important work is that of the Safety Council. Meetings of this council are held monthly at which time its six members carefully consider recommendations made for decreasing the liability of accidents throughout the plant. It has in charge the safeguarding of all machinery. Inspection of the entire plant is made weekly and reports are sent up to the Safety Council committee. Sanitary conditions of every part of the plant also come in for attention with reference to the presence of smoke, gas, dirt or lack of ventilation. The plant is swept clean daily; cuspidors are cleaned daily; and in places where there is a rapid accumulation of dirt or oily waste, the cleaning up occurs twice daily. In other words, the council is constantly aiming to make this plant a better and safer place in which to work. We want to dwell for just a moment on an aspect of this work which is representative of the

spirit in which all of the activities we have cited is undertaken. There is no harsh criticism or "lecturing" of the man who may become careless in his disregard of either sanitation or safety. The council encourages and promotes habits of cleanliness and care by educational methods in a quiet effective way, appealing to the individual's love



THE DRESSINGS ROOM

for his family and holding up to him the possible results of injuries or even death should he continue to be careless. This is done through private interviews. Calendars illustrating vividly the effects of carelessness not only in the plant but in the home are furnished to the men for taking into their homes. This work has been so well done that the lesson has been well learned and repeated reductions have been made

in the indemnity insurance rate at the plant.

Fire Protection

ANOTHER activity having for its purpose the conserving of maximum employment for the employe is that of the Fire Department. We could go into this matter at considerable length but you can gain the significance of this work by knowing a few facts. There are fifty regular and call men in the department, all of whom are paid either a salary or at a rate commensurate with what they are paid at their actual work. The equipment is complete, modern and includes special apparatus for special fire hazards. Bunker men are maintained constantly so that at all hours of day and night there are men on the premises whose special business it is to protect the plant against fire and employes against possible loss of time through fire. Inspections of the plant are made each week and every time by a different man. Outside of one fire last year at the forge shop, there were twenty-five incipient fires which were extinguished with a total loss of only \$100. During the winter season instruction meetings are held weekly for thirteen weeks and during the summer season an equal number of drills are held at which attendance is compulsory.

Educational Work

THE company maintains an Apprentices Training School for an hour a day at which a graduate of the Sheffield School of Mechanical Engineering is the instructor. In these schools the young men who are in training as tool makers, die makers, machinists, etc., pursue a course of study which ties up with their practical work in the plant. The right kind of a boy can get almost as much out of this course as he would if he attended Pratt Institute or any similar institution. The instructor is always available not only to the members of this school but to any man in the plant who is studying to better his knowledge of machinery.

Very shortly we are to install a circulating library of technical books that will embody all phases of factory work and management.

Encouraging Athletic and Social Activities

THIS resumé of the institutional activities of the company would not be complete without referring to what is done to promote athletics. The company maintains semi-professional baseball and basketball teams, inter-department bowling leagues, track and field meets, all of which is done at considerable expense with the idea of providing good clean

sport for the enjoyment of our employes and opportunity for physical development of the participants in these contests.

The New Departure band, New Departure orchestra and the New Departure drum corps are all supported by the company with the purpose of making them leaders in their class.

Employee Interest Sustained by Factory Newspaper

TIEING into all of these activities and helpful in the development of our institutional work is the publication of the New Departure News once a month. This paper not only aims to be a real factory newspaper edited as by the men for the men, but it utilizes every opportunity for bringing to the workmen in the plant an appreciation of what the ball bearings and coaster brakes they make, accomplish when they get into real service. This establishes a sense of responsibility in doing the work well so that the products will perform well. When success is registered it establishes a pride on the part of the men who are actually making the product.

This, in brief, is the story of New Departure as an institution that is engaged sincerely and constantly in helping its men to make the most of themselves.

"Say Joe, I got a new job out in Detroit."

"What doing?"

"Painting whiskers on Fords."

"Huh?"

"Yeh, make 'em look like Lincolns."

When things get goin' "limpy"
An' the work ain't comin' through,
When the men get sort o' grouchy
As they sometimes seem to do,
When the foreman's kinder worried
And machines drop out of biz—
When 'each man is sort of dreading
Being fired—or "getting his,"
Then's the time the Big Boss better
Ask himself a thing or two—
Answer straight his every question—
Own up when the things are true.
An' quite frequent he'll discover
That the things that make work lag
Can be traced back to his office—
That's the start of many a snag.
'Stead of loafing—he's been *bossin'*—
Razzing foremen—hard and raw
They get peeved and pass it downward—
That's the human nature law.
An' the men get sour an' "edgy,"
Everybody's full of fight,
Just the Boss can stop the trouble,
He must set his methods right.

—The Merry Thinker.

Cross Connections in Connecticut

By WARREN J. SCOTT, S.B.

*Because the Subject is of Great Importance to Members of the Association
and to Manufacturers Generally, this Article by Mr. Scott
is Reprinted from the Connecticut Health Bulletin*

THE question of cross connections between potable water supplies and impure supplies is one that has been causing increasing concern to health authorities and waterworks men. The principal reason is the mounting number of deaths and cases of sickness from cross connections. The Committee of Cross Connections of the Conference of State Sanitary Engineers compiled a list of epidemics of typhoid or other water-borne diseases, attributed to cross connections. Many figures were unavailable but those obtained showed a total of 123 deaths, 1,664 cases of typhoid fever and 3,155 cases of other intestinal disorders, brought about by cross connections. These cross connections were piped connections between polluted and potable supplies, separated by gate valves, check valves or other means. Gate valves may leak or may be opened inadvertently. Check valves are mechanical devices for allowing the flow of water in only one direction. Many of them have been found to leak very badly, in some cases with the clapper suspended so as not to function at all. Differences in pressure have been depended upon to serve the same purpose as check valves but breaks in mains or other happenings with resultant drop in pressure on the high pressure side have been productive of disaster.

Arrangements whereby polluted water was pumped into public supply mains by auxiliary intakes or by-passes used at times of shortage or other emergency, account for a total of 103 deaths, 5,088 cases of typhoid fever and about 8,000 cases of other intestinal disorders, according to figures that are available. Many figures in addition are missing.

Another fact which has been borne home to waterworks officials is the tendency of the courts in recent damage suits to place increasing responsibility upon the waterworks owners to eliminate dangerous cross connections.

In general, the kinds of cross connections which exist come under five different classifications: (a) fire service (b) industrial use (c) boiler feed (d) pump priming (e) auxiliary drinking water. One reason for cross connections is to have two supplies available, as on a fire service line, so that in case of the failure of the public supply or a fire pump drawing

possibly from a polluted source, the other source would be ready for use. Another reason might be to save the expense of city water where large volumes of water are needed for industrial purposes, and it is desired to have city water available for emergency. Where water is used for cooling purposes, the city supply from a surface source may be at too high a temperature in the summer, necessitating the use of water from a private well. These two supplies are, therefore, piped together at the cooling plant. Many persons have a private well or spring which they pipe to the house and prefer to use for drinking purposes instead of the city supply. They wish, however, to have the city water ready for use if needed, so that both the city supply and the private supply are piped together in the cellar of the house. Such private supplies must be inspected and analyzed before the interconnection can be approved.

New Regulations

IN consideration of the danger to the health of Connecticut's citizens, the Public Health Council of the State Department of Health has adopted cross connection regulation as a part of the Sanitary Code of the state. Before the passage of these regulations, two public hearings were held at which waterworks officials, manufacturers and insurance interests were invited to appear and present their views. These hearings resulted in a frank exchange of views and were of immense value. The manufacturers and insurance interests established their desire to cooperate in removing a health menace. Connecticut is a manufacturing state with many leading industrial centers. The problem was a real one and Connecticut's manufacturers should be strongly commended for the manner in which they have put their shoulders to the wheel.

The regulations as adopted provide that after December 31, 1926, no cross connections shall exist between potable and non-potable water supplies, except that installations protected by double check valves of approved type, with adequate facilities for testing, which were in existence on December 31st, may be temporarily permitted with the approval of the State

Department of Health. The latter provision was inserted because it was felt that double check valves of the latest improved type should be given a fair try-out. The length of the extension of time granted will depend on the investigations which the department is now making as to the efficiency of the newest types of check valves.

Double Check Valves under Surveillance

THE Connecticut State Department of Health has not recommended double check valve installations. It has strongly recommended absolute separation of auxiliary supplies. In some cases, manufacturers have advised is that either because they felt the newest check valves would be satisfactory or for financial reasons, they would temporarily depend on double check valves of approved type. They have been told that the check valves may be ordered out at any time if pending investigation prove their inefficiency. For temporary use, the Department has approved the special Factory Mutual check valves and the new Rice valve. The latter is an all bronze valve designed with ample clearance and a round rubber facing which is supposed to produce a hair-line contact between the facing and the seat, so as to close over small particles of grit. Temporary permits have been issued to the owners of double check valve installations, copies of the permits being sent to the water officials in charge. All installations must be provided with water-tight pits, self-indicating gate valves, drip cocks and gages for testing. They will be inspected periodically by the State Department of Health and waterworks officials, for it is well known that whatever measure of success is obtained with double check valves depends largely on inspection and maintenance.

The Work of Elimination

A GREAT majority of cross connections have been eliminated. Hartford and Stamford had already effected complete separation by their own efforts. The results in such cities as New Britain with no cross connections left, Bristol with all eliminated but one double check valve installation, and New Haven with only two, point to the excellent progress made in but a few months of earnest work. Some cities still have a considerable number of double check valves, either in existence previous to the passage of the regulations or since installed, but even here we have a markedly less hazard than with the old neglected conditions.

In many cases, separate piping has been provided for polluted water; others have installed tanks filled with city water; city water to large tanks supplied by two sources has been made to discharge above water level; priming connections have been replaced by small tanks filled from above with city water; for boiler feed or for other industrial use, swing joints with an elbow and unions have been used in the case of small diameter piping whereby either of two supplies can be used but both can not be used at once. These represent some of the methods used to bring about complete separation. In many plants, it has been surprisingly easy. Others have been more complicated. As one waterworks official has expressed it, some piping systems have been found to be literally "sewed together" and much time and effort has been needed to separate them.

The regulations provide against interconnection with the public supply unless the auxiliary supply is approved by the State Department of Health. The inspection and analysis of many private supplies has been carried out as a result of requests for approval. Some supplies have been approved, others have been improved and later approved, and still others have been condemned. In this connection, many water supplies of doubtful quality have been brought to light and condemned for drinking purposes.

Results So Far Accomplished

IT is felt that the method of procedure carried out in Connecticut has been very satisfactory. It has produced splendid results and has met with excellent cooperation.

Certainly with the precautions which are being taken to protect our watersheds and treat our supplies and with the existing safeguards which nature has provided by storage and dilution, there is no direct menace comparable to pumping a "slug" of polluted water into the mains which supply people for drinking. It is unquestionably a very real and not a fancied danger and has probably caused many isolated cases of sickness or death in our own state, even though not recognized as the factor.

"It is not the amount of the price that matters. It is the way the customer feels about it."

—Casson.

Never puncture the ego of a man who works for you. You can't travel far on a flat.

INDUSTRIAL NEWS AROUND THE STATE

HINKLE HEADS NATIONAL FOLDING BOX

H. S. Hinkle, formerly vice-president and general manager of the National Folding Box Company of New Haven, has been elected president to succeed David S. Walton of West

a new company formed to conduct a warehousing and forwarding business. It is understood that the company also is considering the establishment of a trucking service between Bridgeport and Newark, New Jersey.



H. S. HINKLE

Orange, New Jersey, who has been president since the company was incorporated over thirty-five years ago. Mr. Hinkle, who has taken up his residence in New Haven, has been with the company for twelve years.

Mr. Walton becomes chairman of the board of directors, a position specially created for him.

MOVES PLANT TO CONNECTICUT

The Torrington Company, of Torrington, Connecticut, the largest manufacturers in the world of knitting needles, have closed their branch at Manchester, New Hampshire, and will consolidate operations at the Torrington plant.

The Manchester factory was opened in 1925 following the taking over by the Torrington Company of the Chauncey A. Williams Company, the Currier Needle Company, the William Corey Company and the Page Needle Company of Chicopee Falls, Massachusetts.

LEASES BRIDGEPORT PLANT

The American-British plant in Bridgeport has been leased by the Atlas Warehouse, Inc.,

CONNECTICUT MEN HONORED

At the recent annual meeting of the National Association of Textile Dyers and Finishers, held in Providence, Charles I. Keegan of Danielson was elected president and John F. Campbell of Rockville, first vice-president.

CONNECTICUT AGAIN CHOSEN

The Lewiston, Pennsylvania, plant of the Collins Company, manufacturers of edge tools, whose main plant is at Collinsville, Connecticut, has been closed and the machinery and stock transferred to Collinsville where all manufacturing operations will be concentrated.

TO MAKE PAPER BOXES

Le Roy J. Holmes, of Meriden, formerly secretary and general manager of the E. J. Doolittle Company, has announced that he expects to open a paper box manufacturing business in the main building of the plant formerly occupied by Miller Brothers Cutlery Company.

REMINGTON-RAND CONSOLIDATION

One of the largest consolidations recently announced is that of the Remington Typewriter Company with the Rand-Kardex Bureau, Inc., the Dalton Adding Machine Company and the Baker Vawter Looseleaf Ledger Company. The holding company will be known as Remington-Rand, Inc., and Benjamin L. Winchell, president of the Remington Company will be chairman of the board.

The Remington Company operates the Remington Noiseless Typewriter Company of Middletown and Index Visible Inc. of New Haven is controlled by the Rand-Kardex Company.

HEADS FIFTH AVENUE ASSOCIATION

John H. Towne, secretary of the Yale & Towne Manufacturing Company of Stamford, has been re-elected chairman of the board of directors of the Fifth Avenue Association.

CELEBRATES 80TH ANNIVERSARY

Wilcox, Crittenden & Company, Inc., of Middletown, manufacturers of marine hardware, are this year celebrating their eightieth anniversary. In 1847, with the beginning of the Clipper Merchant Marine, the company



AERIAL VIEW OF THE PLANT OF THE COLT'S PATENT FIREARMS MANUFACTURING COMPANY

An unusually fine picture of the Colt plant, Hartford, taken from an airplane, and the second of a series of such views of Connecticut factories to be reproduced in Connecticut Industry. This picture shows the entire plant. At the right are the older buildings and at the left the newer ones of saw-tooth construction, built during the war. In the foreground is the west bank of the Connecticut River.

began the manufacture of grommets. With the enormous increase in clipper ships came demands for more rapid production of fittings and the Wilcox, Crittenden Company entered the field of wrought marine hardware.

An exhibit of their products was shown recently at the Motor Boat Show in New York.

ELECTED TO PRESIDENCY OF HART & HEGEMAN

Samuel P. Williams, formerly secretary of the Hart & Hegeman Manufacturing Company of Hartford, has been elected president and treasurer to succeed the late Shiras Morris. Mr. Williams, who is a director of the company, has been with the concern for nearly nine years.

Arthur P. Day, vice-chairman of the board of the Hartford-Connecticut Trust Company, has been elected to the Hart and Hegeman board to fill the vacancy caused by Mr. Morris' death.

COTTON SPINNING GROWS

According to the Department of Commerce, Connecticut had the best cotton-spinning record, in January, of any New England state. Out of a total of 1,192,956 spindles in place in Connecticut 1,039,312 were active, and the state's average was 179 hours per cotton spinning spindle.

BUSINESS GOOD IN WINSTED

We take pleasure in reprinting an extract from an article in the *Winsted Citizen* of recent date which contradicts the impression that serious industrial depression had fallen upon that community due to the departure of several concerns. The article, in part, follows:

"The industrial situation in Winsted is particularly favorable, according to an investigation conducted by *The Citizen* to satisfy public demand for a comprehensive report on the actual conditions governing the local industries. The loss of industrial plants, it can be said, has been stressed too much by the more pessimistic of the city's inhabitants, and the fact that practically all local plants are at the present time running on full time, and two new industries have started within the past few months, is constantly being overlooked.

"Winsted has, it is true, lost six industries, but only two were developed to any great degree. The moving of the New England Pin factory to Derby last fall was perhaps the hardest blow of all, as until the time dismantling operations were started, this concern was regularly employing 160 hands. The Belding Brothers company, which closed its branch plant here last summer, was employing at that time about half a hundred workers. The other four concerns that have disappeared from the

city's industrial life were small and insignificant. The Bride foundry had about five hands, the Universal Bearing Bronze company when it suspended operations had less than 10 men on its payroll, the Benjamin Richards Mfg. Co. had about 15 hands, while the Franklin Moore Company had very few men employed there in the past few years. When the plant closed only three lost their jobs.

"Now as to the other side of the industrial situation. Two new concerns have entered the city, the Manchester-Piccadilly Romper Company and the Maderite Paper Box Company.

"The New England Knitting company, because of cramped quarters brought about by natural expansion, was forced, some time ago, to add another story to its present building. It is employing more hands now than at the same time last year and so is the Winsted Hosiery company. The Fitzgerald Mfg. Co., which about this time last year struck a slump in business, is at present running at full capacity. The Strand & Sweet Mfg. Co., through the construction of a new factory building, has a larger personnel of employes, who are now working in day and night shifts. Howard Deming, manufacturer of name tapes and other novelties, has purchased a large building on Willow street and will use one floor for his business. This has been necessary because of lack of adequate facilities in his present quarters. The Citizen Printing company is another one of the concerns which has increased its working force.

"The William L. Gilbert Clock factory is running steadily, as are the two knitting factories and the rest of the local concerns not already mentioned. The federal industrial survey finds no surplus labor here, banks have reported splendid gains both in deposits and assets, and business, although slack in January and February, customarily, is good, according to reports of the enterprising merchants. Post-office receipts here, a good business barometer, have also showed increases. These and a number of other favorable conditions point directly towards continued and prolonged prosperity for the city of Winsted.

"The loss of two factories has been evened up by the assimilation of surplus employes by other factories and the organization of new industries. The loss of the other small concerns that have not figured, in recent times, in the development of the city, is inconsequential and should give the public but passing thought. That sort of thing is happening in all communities."

AN INTERESTING EXPERIMENT

The Connecticut Committee on Public Service Information has compiled and published a booklet for use in secondary schools, entitled "The Connecticut Public Utilities Catechism." It is intended to instruct pupils in the secondary grades in an understanding of utilities in general, their relationship to the public, how prices are established, competition maintained, etc. Then, specifically, each type of utility—gas, electric, telephone, street railway and water company is treated in a separate chapter and in each of these there is a fund of information profitable to adults as well as children. For example, "Connecticut water companies lead those in the other New England states in putting into use by reforestation their idle watershed lands . . . the ratio of acres planted to acres available for planting shows this state in the lead . . . One firm, the New Haven Water Company, has planted 100% of all of its available land and has 1,800 acres of growing pine timber."

NEW AIR MAIL SCHEDULE

Effective March 15, a new air mail schedule will go in effect on the Boston to New York route of the Colonial Air Transport, via Hartford.

A plane will leave Boston daily at 6:15 P. M., Hartford at 7:35 P. M., and arrive at New York, (Hadley Field) at 9:15 P. M., connecting with the night plane west.

Northbound, a plane leaves Hadley Field at 5 A. M., Hartford at 6:35 A. M., and arrives in Boston at 7:50 A. M.

PAY BY CHECK

The American Thread Company of Willimantic has joined the increasing list of firms which pay their employes by check.

The step is taken largely as a protective measure after experimenting with it on a small scale. Payments will be made on a weekly basis as heretofore and the checks will be honored at all banks without additional charge.

FACTORY PROPERTY FOR SALE

Because of consolidation in other Connecticut branches, a highly desirable factory in central Connecticut is on the market for the right purchaser.

Modern in construction, directly on main line of railroad and in fine labor market.

LEGISLATIVE REVIEW

With Congress and the State Legislature

IN CONGRESS

"I WILL join," said Senator Goff, "in the request that the Sergeant at Arms bring in the absent members of the Senate, in order that they may not only attend this session, but that they may appreciate by being present what they have been missing by their absence." Senator Ashurst had his Boulder Dam filibuster in full swing and the hour was somewhere in the vicinity of 5 A. M. The President pro tempore had ruled that the minority must remain in session until a majority presented itself. All during the night the Sergeant at Arms and his aides had labored to secure the attendance of soundly sleeping Solons and one more attempt was under way. The excuses were original but effective for the most part.

"Telephone is discontinued," replied Senator Caraway when called over the phone.

"Not at home," said Senator Harrison.

"Getting ready to attend a funeral," was Senator Bayard's alibi and "Gone to bed with a bad cold," had been Senator Goff's excuse a few hours earlier.

Foreign Commerce Bill Among the Survivors

The last few days of Congress witnessed the passage of one bill which the Association has favored since its introduction some time back. This is H. R. 3858 which legally establishes a foreign commerce service in the Bureau of Foreign and Domestic Commerce and will do much, it is believed, to help in the development of American interests abroad.

Farm Relief

Of the final failure of the McNary-Haugen bill to become law, little can be said that has not already been said. Economically unsound to its very core, such legislation could only have brought ultimate disaster upon farming as well as industrial interests. President Coolidge in his veto took the only course that it was possible to take when a bill was before him that violated every canon in regard to restraint of trade, was totally incapable of proper administration and, in the last analysis, was nothing more nor less than an exploitation of the farmer for political purposes pure and simple. Largely simple, we may add, and very little pure.

To Connecticut Senators and Representatives is due heartiest appreciation of their efforts to prevent the passage of this bill.

The Sixty-Ninth Congress Closes

With matters of national importance waiting unsuccessfully, for action, the "little session" of the Sixty-Ninth Congress closed in a blaze of wrath instead of glory and the nation and a Senatorial majority witnessed a filibustering proceeding as unedifying as it was ridiculous.

During the short session, which closed March 4, appropriations aggregating \$2,794,139,935 were passed. Out of practically 25,000 bills introduced in the entire Sixty-Ninth Congress, "only" 998 became law. Some cheer may be found in the statement, however, that probably about 800 of these were private bills.

IN THE STATE LEGISLATURE

DURING the past months, hearings on many bills have moved ahead with rapidity. The Association's position on all bills of importance was well defined at a meeting of the Legislative Committee held in New Haven February 14 and supplemented by a number of committee meetings.

Friday sessions will be held with regularity for an indefinite period, in order to push for an early adjournment, prior to June 8.

The Association is represented at every hearing of interest to members and members are being advised each week, by bulletin, of hearings scheduled for the week following. Space does not permit the recording here of the progress of all bills but members will find that the following will show the action on the measures of major importance which have so far been taken up.

Labor Bills

Hearings have already been held on a number of the labor bills, including S. B. 76 permitting between 2 and 6 women to serve as deputy factory inspectors. The bill was later amended and passed, to increase the number of inspectors from 15 to 17. S. B. 150, giving preference on public work to citizens of the state and payment of prevailing wages, was unfavorably reported and rejected by both houses. A substitute for H. B. 116 regulating use of tetraethyl lead has passed both houses, and H. B. 643 changing the requirements of employment certificates, was unfavorably reported and rejected. Hearings have been held on S. B. 346, the old age pension measure; on S. B. 508, regulating the operation of elevators

(substitute passed Senate); on H. B. 362, providing for unemployment insurance; on H. B. 367, maximum 9-hour day, 54-hour week for women and girls (rejected by House) and on H. B. 34, giving manufacturers the right to form a mutual insurance association.

The Association's Compensation Bill will be heard March 23, as previously announced.

Tax Bills

Of the tax measures a large number have been heard but these are of comparative unimportance to industry having to do, for the most part, with administrative phases of the inheritance tax. The Association appeared on October 9 in favor of bills to lower the tax valuation, from \$100, of stock of no par value on the ground that the present system is causing industries desirous of issuing such stock to do so under the laws of other states.

Motor Vehicle Bills

S. B. 366, adopting the uniform auto code of the National Conference on Street and Highway Safety has been heard and so also have the following: S. B. 368, adopting a uniform license act for operators and chauffeurs; S. B. 370, adopting a uniform registration act; S. B. 509, requiring stop-lights for trolleys; S. B. 511, regulating sale of lubricating oils; S. B. 517, regulating width and length of load; S. B. 519, increasing weight limits to 28,000 lbs.; H. B. 561, licensing gas stations on certificate of safety; and H. B. 564, regulating sale of gasoline and a large number of bills affecting public service motors, some of which have been rejected.

S. B. 153, depriving the Commissioner of authority to suspend license without hearing was unfavorably reported and rejected by both houses. So also was S. B. 364, exempting municipal, military or mail autos from registration fees; H. B. 228, no liability for injuries to persons receiving gratuitous rides and H. B. 782, reducing license age to 16.

Explosives

H. B. 364, forbidding the manufacture or sale of certain types of fireworks has been rejected by both houses.

Fuel

A substitute has been reported out for S. B. 196 the Fuel Commissioner bill. It simply appropriates \$25,000 to be expended under direction of the Governor, for such fuel investigation, research and action as he may find necessary.

Highway Bills

Of the highway measures, H. B. 43, the "dirt road" bill has held the center of the stage. It originally appropriated \$1,014,000 for state aid to towns, of \$3,000 annually. A substitute was brought in which the House amended by scratching all that preceded and simply adding a clause appropriating \$2,000,000 for state aid roads. This it passed but then reconsidered and referred to the Appropriations Committee.

H. B. 786, requiring pedestrians to carry lights and H. B. 787, requiring them to walk on left side of highway were both rejected.

Legal Holiday

Armistice Day will undoubtedly be made a legal holiday. H. B. 776 was favorably reported and has already passed the House.

Water Supplies

S. B. 373, penalizing the dumping of garbage, waste, etc., within 50 feet of high water mark, has been heard and referred by the Senate, the House concurring, to the Judiciary Committee. S. B. 34, appropriating \$15,000 for Department of Health to survey water needs of every community, was transferred, after hearing, from the Public Health and Safety to the Judiciary Committee.

IMPORTANT COMPENSATION RULING

The application of the compensation law to injuries sustained off the premises of the employer, and at a time when the employe is not under the employer's immediate jurisdiction, is treated from an angle not touched on before in the case of Nick Guillianio vs. Donald O'Connell's Sons, decided by the Supreme Court of Errors on March 5.

The case was that of a road contractor, who because of a dearth of sleeping accommodations for his employes in the immediate vicinity of a road job near Meriden, had rented a nearby barn with the understanding that such of his employes as chose to, might use it to sleep in. One Saturday night the barn burned down, killing two and injuring two others. Chief Justice Wheeler, who wrote the opinion, ruled that the injury did not arise in the course of employment because the employe was availing himself, outside of business hours, of a privilege which the employer had given him to use or refuse as he saw fit. Judge Wheeler, distinguishing this case from *Merlino vs. Connecticut Quarries Company* and others, wherein the facts were similar, stated that to impose compensation liability on employers' for injuries sustained while the employes were enjoying an optional privilege granted them by the employers, might result in the withdrawal of such optional privileges by the employers.

Federal and State Taxation Service Bureau

EXPLANATORY DIGEST OF TAX LAW

IT has been brought to our attention that some firms would like additional copies of the Association's "Explanatory Digest of the Federal Tax Law" recently sent to all member firms. This is based on Regulations 69 which were issued late in 1926 by the Treasury Department. As the March returns are the first filed under the new regulations it is particularly important that every tax-payer be fully advised of the important provisions covered.

A few copies are still available, only about 30 in all, and these will be sent out as requests are received.

WHEN IS AN AMERICAN A FRENCHMAN?

The Bankers Trust Company has recently issued an interesting statement concerning the liability for taxes of Americans residing in France. The report, which is based on the opinion of French legal talent, advised by tax experts, considerably clarifies a situation which has been little understood here and the following statement is of particular interest:

"On the contrary, a foreigner who, although residing almost continually in France, is able to prove that he has kept a dwelling in his own country, that he frequently goes back to his country, where he owns either landed property or commercial or industrial undertakings, will probably be able to claim successfully that he has kept his legal domicile in his own country and that his residence in France, though protracted, remains temporary."

A complete copy of the report, which covers about four typewritten pages, will be sent to any member desiring it.

TAXATION OF PROPERTY IN BRIDGEPORT

Under the direction of William F. Con-

nelly, tax assessor of Bridgeport, there has been worked out a plan for the taxation of property in that city which should have the careful attention of all manufacturers in other parts of the state. It is virtually impossible to give, in the brief space permitted here, more

than an outline of what Mr. Connelly has proposed for Bridgeport, but certain sections of the report dealing with matters which are frankly controversial are of special interest, particularly the question of valuation of buildings and personal property assessment.

In the latter case no definite recommendations for a formula for personal property of business have been made, as admittedly the problem is a deep one. Mr. Connelly says:

"In the case of businesses, however, it is possible through good accounting judgment to arrive at values which meet the spirit of the law and are fair to the taxpayer. It is no secret that even under legitimate accounting procedure, book values seldom reflect proper values for taxation under the statute. Yet, given a proper accounting system, using book value as a basis, a formula can be developed that will make due allowances for the main financial and administrative peculiarities of the individual concern.

"This matter is a subject for considerable research and study. Data must be obtained and weighed before intelligent judgment can be passed. It is recommended at this time that two committees be appointed to work with the Tax Assessor in developing an equitable basis for taxing personal property of merchants and manufacturers."

On the valuation of buildings Mr. Connelly has this to say: "Fair Market Value—The statutes prescribe that the basis of assessment upon buildings as well as land shall be fair market value. It is clear to all that cost and market value seldom coincide. Particularly is it true in these days when the purchasing power of the 1913 dollar has fallen to approximately 65 cents as judged by the general price index. Construction prices considered alone show an even more violent disturbance; the estimates of various economic agencies range anywhere from 75 to 100% higher than 1913 prices.

"From a study of the commodity price curve over a long period of time, economists are agreed that while unquestionably 1925 prices are inflated they will not return to the 1913 basis but will establish a new normal. At what point prices will settle or when this will come about is

270 Madison Avenue
New York, N. Y.

To
The Manufacturers Association of
Connecticut
50 Lewis Street,
Hartford, Connecticut

Gentlemen:

The Colonial Air Transport, Inc., was originally formed by a group of public spirited men who wished to provide for New England the most modern means of transportation. Quickly recognizing the worth of this aim the Manufacturers Association lent its every effort to the advancement of the cause by placing at our disposal a fund of knowledge in the promotion of community enterprise such as could not be obtained elsewhere, and, also, by employing in our behalf the tremendous influence which it wields amongst right-thinking men throughout the State of Connecticut. Thus the effect all along has been that to our own vision has been added that of the Manufacturers Association.

The officers of the Colonial Air Transport, Incorporated, realize the immeasurable value of the assistance which has been so willingly given by your organization at all times, and wish at this time to express a word of gratitude and sincere appreciation to the entire personnel of the Manufacturers Association of Connecticut.

Very truly yours,

Talbot O. Freeman,
Treasurer.

difficult to prophesy. Some allowance should be made for a settling of prices; it is suggested that a margin of 20% be allowed from the present price level.

"It is more logical and accurate to start computing building value from the present cost of reconstructing a given building today than to make adjustments upwardly on original cost. Original costs are hard to obtain and unreliable while present day costs are available.

"Therefore, if 80% of present reconstruction cost less accumulated depreciation and obsolescence is taken the result will be building values which for the present are fair and which can be proved by this office. This in my opinion is fair market value.

"Depreciation—The allowance for depreciation under any circumstances commercial or assessment can never be accurate due to the impossibility of obtaining the exact life of the building; it must always be an estimate. The allowance for assessment purposes, furthermore, will not parallel commercial depreciation rates since the latter usually depreciate an asset faster than the actual loss of value. Frequently, a building is standing in good condition and serving its purpose after the end of its theoretical life.

"As it stands it represents a certain assessable value and from a tax viewpoint should not be depreciated below a fair value as long as it is usable. A maximum limit should be set, therefore, upon depreciation allowed. This limit as established by experience should be about 66 2/3%.

He further discusses the importance of the question of appreciation, recommends the use of a price index to establish a "scientific basis for keeping assessments in accord with market value," and discusses methods for arriving at basic costs.

For any members who are interested the Association will endeavor to secure a full copy of the report.

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Connecticut Representative

M. A. C.'s Views on Current News

Mayor Walker of New York is returning from the winter executive mansion in Cuba. Plenty of oil for the political machines down there.

* * *

The Forty-Niners have nothing on Peaches Browning as gold diggers.

* * *

No one calls him "Silent Cal" now-a-days. He was linked up with thirty-eight stations the other night.

* * *

"High heeled shoes will develop hoofed woman," says a noted chiropodist. We ought to get a kick out of that.

* * *

After their mix-up with the Cambridge police those rough Harvard students ought to be ready for the Princeton-Harvard football game next fall.

* * *

The coal miners and operators are holding their circus in Miami. We are in favor of such meetings being held at the North Pole. The consumer might be considered in that case.

* * *

New York pedestrians to have the right of way over motors. Try and do it.

* * *

Lo, the poor Indian. He has only three hundred sixty million dollars in the bank, says a United States Government report.

* * *

Movie rights for Abie's Irish Rose sold for three hundred thousand dollars. You can't beat the Irish and if they link up with the Jews — Oh boy!

* * *

Scientists report that thirty million rats destroyed twenty million dollars worth of property. It must be an awful job to follow that many rats around to see what they do.

* * *

Headline — "Women's Voices Made Harsh by Smoking" — true, especially when we drop ashes on the new rug.

* * *

Cruel nature bars Suzanne Lenglen from one lucrative field. Can you imagine any pulling power in her endorsement of a beauty clay, or a tooth paste?

TRANSPORTATION

ELIMINATION OF STATIONS IRON AND STEEL

The New England Freight Association has docketed a proposal to revise Note 77 of N. E. F. A. Agency Tariff No. 1A, I. C. C. No. 50 cancelling application in connection with manufactured iron and steel articles (Item No. 1070) and iron or steel wire articles (Item No. 2700 A). It is also proposed to eliminate various stations which will be protected by the intermediate class. Revision is also proposed in Note 77, New England lines having rates thereunder, to publish in their individual tariff schedules existing commodity rates on manufactured iron and steel articles where necessary and on iron or steel wire articles to all destination stations named in the present note and additional points of destination located directly intermediate thereto, including Buffalo group stations on direct line intermediate to Buffalo.

The Association has asked for a hearing on this matter which should not be confused with I. C. C. 17000, Part 6, which is the general case now before the Interstate Commerce Commission, nor with New England Freight Association proposal 684-187 concerning which members have been previously advised. The hearing in this latter case was held before the New England Freight Association on February 1. Representatives of the Association appeared and asked the New England carriers to postpone any action until the larger case, I. C. C. 17000, Part 6, was disposed of.

OFF-LINE TRANSFER SERVICE

The Sub-Committee on Service of the Traffic Committee has been engaged for some time in co-operation with officials of the New York, New Haven & Hartford Railroad in an attempt to better the conditions which have prevailed at off-line transfer points. A meeting of officials of the N. Y. Central, B. & A., N. Y., N. H. & H. R. R. and representatives of the Association, was held in New York on February 19. A new set of freight train schedules were drawn up which will result, it is hoped, in a general betterment of the service. Members experiencing delays in freight shipments should communicate with the Traffic Committee.

COTTON TEXTILE RATES

President Hubbard and Transportation Counsel J. J. Hickey met with a group of offi-

cials of Connecticut textile industries on February 18 in Providence for the purpose of discussing ways and means by which freight rates, service and trade practices of cotton textile industries might be aided. The meeting was considered a particularly successful one and plans are now under way for a complete study of the situation. Members desiring full details should communicate with the Association's headquarters.

INCREASED PRICE ON COAL CONTRACTS

It will be recalled that the Coal Committee of the Association took under advisement the problem of the increases on the contract price of coal which were the result, so the sellers claimed, of increase of wages to mine operatives.

The Association has now been advised that many of the contract prices have been reduced to their former level. Therefore the Coal Committee has decided to take no definite action for the present, which action supersedes the action contemplated and announced in bulletin of December 6, 1926.

Members desiring further information should get in touch with the Association's headquarters.

STATE LEGISLATION MOTOR TRUCKS

Representatives of the Association have appeared before the Motor Vehicle Committee of the 1927 Connecticut General Assembly on all bills which would affect the operation of motor trucks by manufacturers. Members should follow closely the notices of hearings on bills which are sent out from time to time. If they are interested in any of these hearings they should communicate at once with the Association's headquarters.

PIG IRON RATES

It will be recalled that the Association was a party to the case of the Hudson Valley Coal and Coke Company v. The New York, New Haven and Hartford Railroad Company et al., in connection with the reduction of rates on pig iron from Troy, New York to Connecticut points. The examiner's report in this case has just been issued and although it is too voluminous to reprint here, interested members may receive a copy by applying to the Association's headquarters.

BOLSHEVISM A WORLD RELIGION

By Bishop CHARLES H. BRENT

Extracts from a letter to the Boston Herald.

"Senator Borah was quoted a while ago as denominating bolshevism a disease. Judging from the recently translated Bolshevik Bible which the Communist party of Great Britain has translated from Russian and published in English under the name of 'The A B C of Communism,' bolshevism is not a disease; it is a new and formidable world religion."

"I have called this volume a Bible. It bears kin to the Koran, and the whole movement is singularly like Mohammedanism. Its prophet is Lenin, one of the most powerful leaders and most relentless in loyalty to an ideal in history. The religion is universal in sweep. The proletariat is the instrument. It is conversion or the sword. You must join the proletariat or die. The bourgeoisie and every other class must be obliterated. 'In extreme cases the workers' government must not hesitate to use the method of the terror.' There are no ethics of progress — 'Whatever helps is good, whatever hinders is bad.'

"All other religions must go. Christian priests are grouped with prostitutes and termed as parasites. 'Religion is the opium of the people' and the deadly foe of communism. But every one must embrace communism with religious passion."

"Then the bolshevist Paradise! It is earthly in character. In extremely able and glowing language the communistic Utopia is depicted."

"The end is sure — perfect justice, perfect education, perfect division of work, perfect enjoyment of leisure and pleasure, perfect access to all treasures of art, perfect housing, perfect hygiene — in short, perfect everything. 'The proletarians have nothing to lose but their chains. They have a world to win. Proletarians of all lands, unite!'

"Let us not live in a fool's paradise. We are facing in this reagent of Czarism the most powerful product of the war, a world force to be reckoned with. No one can read the bolshevik Bible without being impressed by its extraordinary cleverness and its power to inspire those for whom it is written. Some of its proposals are far from unwise. It is couched in practical terms from cover to cover and therein lies a large part of its strength. It takes the highest dreams and hopes of man and delineates their materialization."

"Every statesman, every teacher of science and religion, every patriot should know the subtle strength of bolshevism from its own literature. Only so can we learn how to meet it. To damn it, to discount its growing influence in the Orient and in Europe, to ignore it, is mad folly. The one way to meet it is to build up something better and truer and stronger. Neither contempt nor abuse will kill it. Medicine will not cure, for it is not a disease, but a religion. If all Christians were to adopt the slogan of bolshevism for themselves, and live as well as cry: 'Christians have a world to win. Christians of all lands unite' our bulwark against the evils of bolshevism would be secure, and some of its finest hopes would be realized."

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The Willard, Washington
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SALES EXCHANGE

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Planer

Complete equipment including counter shaft and wrenches in first class working condition. Bed 28" x 9' overall, 30 1/4 between housing and will handle 33" under the rail. Price very reasonable.

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One Fitchburg steam engine 9' x 18', four valve side crank, in perfect running condition. Has been recently thoroughly overhauled and used little since. Can be seen set-up at the factory.

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Engine Lathe

One 25" x 10' Leblond engine lathe practically new.

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WANTED TO BUY

Slitting Machine

One rotary paper slitting machine, M. D. Knowlton type.

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16. FOR RENT. In Hartford, 2200 sq. ft. for manufacturing or storage space. Sprinklered, with heat and elevator service furnished. Good light and air.

14. FOR SALE. Two floors factory constructed, brick building, containing about 20,000 sq. ft. Has electric freight elevator, steam heating plant, private siding on railroad and is completely wired for lighting.

15. FOR SALE. In New Haven, a manufacturing plant, equipment, machine tools etc. Spur track from the main line of the New York, New Haven and Hartford R. R.

EMPLOYMENT SERVICE

This department is open to members free of charge. All copy must be in the hands of the editor by the fifteenth day of the month preceding publication.

TOOL FOREMAN—American, age 48. Experience covers 28 years in the brass and sheet metal stamping line, 4 years as foreman of tool department and 14 years as mechanical superintendent. Address P. W. 251.

ENGINEER OR SALES MANAGER—Married, age 27. Mechanical engineer with three years selling and sales magazine experience desires permanent position in either of the above capacities. Address P. W. 252.

OFFICE WORKER—Man having had four years experience in a manufacturing concern and six years in a bank wishes to connect with some Connecticut business. Address P. W. 253.

ACCOUNTANT AND OFFICE MANAGER—Man with many years experience in various capacities including finance, accounting, credits, collections and office management wishes position with some business in Hartford or vicinity. Has been successful in reducing expenses and putting firms on sound financial basis. Address P. W. 254.

AUDITOR AND ACCOUNTANT—Married, age 43. 20 years experience in auditing and accounting with large well known firms. Changes necessary because of re-organization. Has been chief accountant having charge of the general ledger, costs, payroll and credits. Address P. W. 255.

PRODUCTION MAN—Age 30. Experience covers all branches of shoe manufacturing, purchasing, production, costs and general supervision of the plant. Wishes to make a new connection. Address P. W. 256.

EXECUTIVE—Married, age 34. Connection has been with a retail business, the last seven in an executive capacity. Desires to become affiliated with manufacturing business. Address P. W. 257.

WORKS MANAGER AND PRODUCTION ENGINEER. Married. Recently general manager of a Connecticut hardware and metal specialty company. Early experience includes engineering, where handling of men was a requisite, cost analysis and appraisal work in this country and South America. Address P. W. 258.

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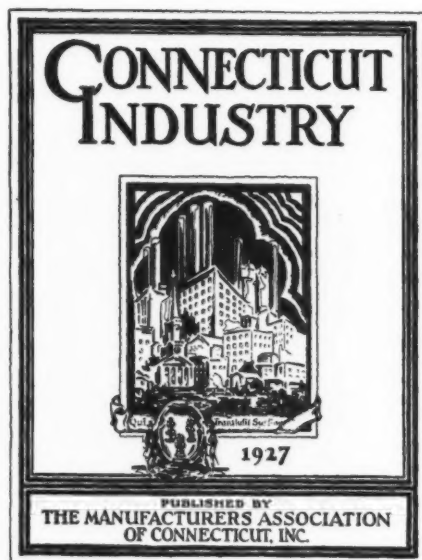
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